A340-1.74 9/29

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1989

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1988, and August 31, 1989. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1989, through August 7, 1989) and cumulatively (September 1, 1988, and August 7, 1989).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/5/89 THROUGH 8/9/89

CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	165	1353	$24328	$24963	$27000	$25000	$21000	554	6802	$23963	$25223	$26500	$24500	$19493
BUSINESS ADMIN (INCL MGMT	84	751	22058	22786	25200	22500	18000	173	2163	21837	22450	25500	22000	18000
DISTRIBUTION MANAGEMENT	+	16	+	23003				+	98	+	24211			
ECONOM & FINANCE (BANKING	89	882	23432	24865	27600	23000	18000	162	3043	22904	24710	27500	23000	18000
HOTEL/RESTAURANT MGMT.	24	75	18697	19324	20500	18998	14500	32	199	19023	19657	21000	18998	18000
HUMAN RSRCS (incl LABOR R	1	61	30000	22410	*	*	*	12	197	22131	22842	*	*	*
MANAGEMENT INFO SYSTEMS	22	153	29967	26473	33000	31250	26004	40	667	28455	26772	33000	29100	20799
MARKETING/MARK MGMT (RESR	78	514	22674	22340	26000	22000	19000	193	2119	21852	22479	26000	21996	18000
REAL ESTATE	2	8	22500	23499	*	*	*	7	28	20571	23551	*	*	*
COMMUNICATIONS														
ADVERTISING	4	37	22579	19952	*	*	*	12	112	20569	19560	*	*	*
COMMUNICATIONS	22	145	20074	20937	24000	21000	16000	36	443	21015	20819	25000	21500	16300
JOURNALISM	5	63	22108	21042	*	*	*	14	183	22024	20085	*	*	*
TELECOMMUN/BROADCASTING	2	19	22000	22842	*	*	*	3	73	21333	20176	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	26	211	19849	19110	23136	19000	17389	83	594	20374	18767	24200	19215	16649
PRE-ELEMENTARY EDUCATION	+	7	+	18176				+	17	+	17016			
PHYSICAL EDUCATION	4	29	20754	19914	*	*	*	7	64	23945	19583	*	*	*
SPECIAL EDUCATION	1	32	18980	19639	*	*	*	7	120	19428	19815	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	24	19200	19206	*	*	*	1	48	19200	18931	*	*	*
TEXTILES & CLOTHING	+	28	+	19037				+	126	+	19742			
MERCHANDISING MANAGEMENT	+	22	+	19723				5	72	19860	19539	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	36	17000	21836	*	*	*	4	91	20054	21129	*	*	*
LETTERS (incl English, Li	8	172	21063	21614	*	*	*	29	361	21033	20951	26400	20400	17496
VISUAL & PERFORMING ARTS	1	56	26400	19855	*	*	*	12	133	16799	18838	*	*	*
HUMANITIES - OTHER	4	47	23551	20840	*	*	*	18	158	22328	22364	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	24	+	23843				2	88	16750	21427	*	*	*
HISTORY	4	141	23025	24612	*	*	*	6	227	21817	23348	*	*	*
POLITICAL SCIENCE/GOVT	3	180	28600	24510	*	*	*	9	370	23411	23280	*	*	*
PSYCHOLOGY	3	125	19042	20021	*	*	*	16	354	18144	19400	*	*	*
SOCIOLOGY	1	23	22000	18821	*	*	*	6	109	21783	18979	*	*	*
SOCIAL SCIENCES-OTHER	9	127	21696	23765	*	*	*	11	223	22071	22232	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	92	29933	29473	*	*	*	24	525	29130	29433	30996	29076	26400
AGRICULTURAL	1	1	27800	27800	*	*	*	3	30	18700	26045	*	*	*
ARCHITECTURAL	+	12	+	24648				4	43	21039	25530	*	*	*
BIOENGINEERING & BIOMEDIC	+	21	+	29133				+	47	+	28581			
CHEMICAL	24	361	31604	32952	34200	32310	29868	39	2121	31752	32949	34200	32520	29868
CIVIL	53	359	28649	27986	34032	28800	23808	98	1444	28183	27046	33600	27532	24000
COMPUTER	6	122	30259	29591	*	*	*	22	593	28300	30244	32500	30000	23040
ELECTRICAL/ELECTRONIC	110	1071	30837	30387	35000	31500	25343	269	4352	31072	30594	36000	31500	25343

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/89 THROUGH 8/9/89							CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
INDUSTRIAL	40	216	$31010	$29136	$35000	$30798	$24096	54	962	$30481	$29660	$35000	$30846	$24342
MECHANICAL	91	831	29952	30310	33600	31000	25343	171	3870	29417	30490	33120	30000	25000
METALLURGICAL	8	17	29504	29462	*	*	*	10	274	30102	30631	*	*	*
MINING (INCL GEOLOGICAL)	+	2	+	26000				1	34	25344	26790	*	*	*
NUCLEAR	+	6	+	26028				+	59	+	30747			
PETROLEUM	2	48	34800	32304	*	*	*	3	165	35900	32789	*	*	*
TEXTILE	+	+	+	+				+	46	+	26633			
ENGINEERING TECHNOLOGY	4	237	31215	28386	*	*	*	19	627	29449	28342	*	*	*
INDUSTRIAL TECHNOLOGY	11	69	27380	26828	*	*	*	28	153	27399	26731	30400	27950	24000
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	37	17267	20865	*	*	*	7	86	19033	22182	*	*	*
ANIMAL SCIENCES	+	12	+	19226				+	35	+	19328			
PLANT SCIENCES	1	21	17548	17635	*	*	*	1	30	17548	18354	*	*	*
NATURAL RESOURCES	3	14	27308	20916	*	*	*	7	27	23088	21256	*	*	*
OTHER AGRICULTURAL SCIENC	2	13	21000	21337	*	*	*	2	81	21000	21605	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	105	510	28284	28906	33000	30000	16644	184	1726	28804	28659	33120	30150	22000
COMPUTER PROGRAMMING	+	20	+	25985				4	138	22100	28316	*	*	*
INFORMATION SCIENCES & SY	3	82	24600	24675	*	*	*	13	427	26953	26428	*	*	*
SYSTEMS ANALYSIS	+	4	+	26684				+	29	+	28833			
HEALTH SCIENCES														
ALLIED HEALTH	1	15	27500	23980	*	*	*	1	96	27500	24416	*	*	*
HEALTH SCIENCES	2	27	17958	22196	*	*	*	5	61	21026	21480	*	*	*
NURSING	5	111	24338	25169	*	*	*	13	334	26035	24915	*	*	*
PHARMACY	5	198	35204	37727	*	*	*	8	308	27343	36815	*	*	*
SCIENCES														
ACTUARIAL	+	30	+	23081				+	62	+	26778			
ARCHITECTURAL & ENVIRONME	1	88	23000	24986	*	*	*	11	120	25815	24660	*	*	*
BIOLOGICAL	6	57	21550	22098	*	*	*	12	126	21627	21495	*	*	*
CHEMISTRY	2	55	20000	25361	*	*	*	7	188	22569	26307	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	10	30000	23579	*	*	*	3	29	30000	23674	*	*	*
MATHEMATICS	17	150	26297	25783	*	*	*	35	395	25529	26407	31200	27000	18228
PHYSICS	3	17	29213	27199	*	*	*	10	68	31139	28022	*	*	*
OTHER PHYSICAL & EARTH SC	4	10	24250	22100	*	*	*	7	25	22686	22537	*	*	*
TOTALS	1085	10307						2529	39018					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/89 THROUGH 8/9/89							CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	141	976	$24060	$25551	$26496	$24400	$21500	438	5468	$24181	$25727	$26500	$24500	$21000
ACCOUNTING (PRIVATE)	78	396	24206	23587	27000	24996	21948	167	1516	23734	23517	26400	24000	19493
COMMERCIAL BANKING (CNSMR	4	120	24340	22113	*	*	*	13	370	21073	21676	*	*	*
COMMERCIAL BANKING (LENDG	+	76	+	22381				3	299	16000	22835	*	*	*
INVESTMT BANKING (CORP FN	3	63	18773	26404	*	*	*	5	141	20764	26750	*	*	*
INVESTMT BANKNG (M & A)	1	3	30000	27167	*	*	*	1	31	30000	29097	*	*	*
INVESTMT BANKG (REAL EST)	2	14	22500	19657	*	*	*	3	27	23000	22574	*	*	*
INVESTMT BANKG (SALES & T	1	18	24500	26728	*	*	*	1	50	24500	24266	*	*	*
FINANCIAL/TREASURY ANALYS	28	418	23557	27264	28200	23750	18000	60	1056	23303	26367	29400	23100	18000
PORTFOLIO MGMT/BROKERAGE	11	52	19964	23744	*	*	*	15	141	20673	23772	*	*	*
UNDERWRITING	4	62	22509	21690	*	*	*	13	209	22117	21858	*	*	*
MARKETING														
ADVERTISING	1	27	19200	19126	*	*	*	3	84	16333	19358	*	*	*
BRAND/PRODUCT MANAGEMENT	20	105	22727	23628	28992	22400	16644	45	366	22979	23623	30000	22000	18000
BUYER/MERCHANDISING	6	136	23688	22237	*	*	*	25	618	22245	22010	25500	22800	18000
MARKET RESEARCH	5	107	27640	27017	*	*	*	18	240	25455	25636	*	*	*
SALES	81	649	22445	23290	27000	22000	18000	190	2480	22017	23188	28000	21998	16800
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	17	25400	20553	*	*	*	4	55	22890	20902	*	*	*
MEDIA PLANNING	+	13	+	19772				1	30	29400	20263	*	*	*
ON-AIR REPORTING	+	+	+	+				+	8	+	16438			
PRODUCTION	2	20	20050	21329	*	*	*	3	66	21367	22962	*	*	*
PUBLIC RELATIONS	2	49	14082	19980	*	*	*	9	133	19052	20118	*	*	*
WRITING / EDITING	7	48	23257	21090	*	*	*	12	165	22927	20239	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	18	25000	20551	*	*	*	3	61	19817	19582	*	*	*
FINANC,TAXA, MONETARY POL	3	107	25513	25392	*	*	*	16	166	21953	24253	*	*	*
ECONOMIC PROGRAMS	1	7	26400	21979	*	*	*	1	25	26400	21081	*	*	*
LAW ENFORCEMENT	+	22	+	25030				7	78	20700	22078	*	*	*
MILITARY	5	68	24658	22970	*	*	*	11	198	21923	22087	*	*	*
NATIONAL SECURITY	1	7	18000	23060	*	*	*	1	24	18000	24771	*	*	*
URBAN / REGIONAL PLANNING	+	10	+	23302				2	31	24240	22819	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	113	+	21019				6	242	22433	21054	*	*	*
COUNSELING	1	34	36000	18177	*	*	*	5	97	20675	17675	*	*	*
FUNDRAISING / DEVELOPMENT	+	13	+	19092				+	19	+	19057			
SOCIAL WORK	+	25	+	16702				5	87	18694	16550	*	*	*
ENGINEERING														
BIOENGINEERING	2	10	31120	31753	*	*	*	2	66	31120	30924	*	*	*
DESIGN / CONSTRUCT	73	720	30110	29274	34152	30000	25343	158	2786	29567	28849	34272	29318	25200
ENVIRONMENTAL/SANITATION	14	47	26573	26579	*	*	*	35	274	27229	28271	32820	27492	23808
MANUFACTURING/INDUSTRIAL	61	669	30333	29860	34580	31600	24500	146	3534	30079	30492	34000	30648	25000
SYSTEMS / PROGRAMMING	22	135	30820	29424	33000	32252	26736	29	587	30088	30036	33000	31500	24600
POWER SYSTEMS	32	125	30284	29846	33000	31330	25500	57	530	31043	30093	33600	31200	25373
SOFTWARE DESIGN & DEVELOP	73	243	31104	30608	33000	31500	28000	104	737	31371	30537	35000	31500	28000

continued

INTENTIONAL
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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/89 THROUGH 8/9/89							CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
HARDWARE DESIGN & DEVELOP	1	68	$31200	$30661	*	*	*	16	484	$29974	$30888	*	*	*
RESEARCH & DEVELOPMENT	27	278	32298	29480	$36800	$33000	$28000	56	1232	31337	30658	$36800	$31900	$26784
TESTING	43	177	29091	28563	34800	27000	25343	72	576	29180	28990	34000	28849	25343
PROCESS ENGINEERING	28	593	31454	31432	35000	31500	27000	78	2341	30328	31902	35000	30900	24342
OTHER ENGINEERING	7	249	28306	29434	*	*	*	22	1465	28808	30614	32500	29300	25200
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	47	349	29357	27572	33020	31044	23500	104	1390	29254	27559	34000	30300	22800
INFORMATION SYSTEMS	33	148	22150	25870	31000	22200	16644	48	574	24235	26766	32500	23750	16644
SYSTEMS ANALYSIS & DESIGN	19	216	28887	28587	*	*	*	40	784	27683	28321	33000	29050	22500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	7	49	22522	27938	*	*	*	7	137	22522	28437	*	*	*
AGRICULTURE/NAT'L RESOURC	1	43	17548	19065	*	*	*	5	149	19024	20984	*	*	*
ARCHITECTURE	+	36	+	21508				14	69	24651	22241	*	*	*
CONSULTING	39	366	25403	28947	30000	24000	22500	52	1336	25976	28373	30500	25200	22500
HUMAN RESRCS /INDUS RELS	5	91	29340	23718	*	*	*	14	266	23643	22937	*	*	*
MANAGEMENT TRAINEE	86	969	20468	21943	24000	20120	17975	212	2928	20523	22080	24000	20300	17000
MATH/STATISTICIANS	5	22	26838	24411	*	*	*	6	64	26865	25546	*	*	*
NURSES / PERSONAL CARE	4	112	21422	25211	*	*	*	12	335	25205	24958	*	*	*
OTHER HEALTH RELATED (EX	4	242	33565	34528	*	*	*	7	501	25283	31011	*	*	*
PARALEGAL	+	87	+	21354				1	113	11500	20958	*	*	*
PERFORMING ARTS (ENTERTAI	+	5	+	20983				3	15	15166	16970	*	*	*
RESEARCHERS NON-TECHNICAL	+	16	+	23905				5	47	22420	23140	*	*	*
RESEARCHERS - TECHNICAL	1	19	30000	25904	*	*	*	4	65	20900	22397	*	*	*
TEACHING	39	430	20166	19106	24000	19215	17389	134	1052	20649	18989	25068	19215	17374
TOTALS	1085	10307						2529	39018					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/89 THROUGH 8/9/89							CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	115	$25000	$28772	*	*	*	17	463	$29269	$28849	*	*	*
MBA--NON-TECH	7	240	25523	33794	*	*	*	13	885	26359	33873	*	*	*
MBA--TECH	+	88	+	33537				+	268	+	37102			
MS-BUSINESS	+	12	+	34303				4	60	28800	33244	*	*	*
DISTRIBUTION MANAGEMENT	1	2	32400	30450	*	*	*	1	3	32400	30600	*	*	*
ECONOMICS & FINANCE (BANK	4	29	32368	30570	*	*	*	10	194	30342	34050	*	*	*
HOTEL/RESTAURANT MNGMT	+	1	+	20100				+	1	+	20100			
HUMAN RESOURCES (INCL LAB	3	13	33467	32100	*	*	*	3	44	33467	31947	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	33984				+	42	+	32067			
MARKETING/MKTNG MGT (RESE	3	10	32019	31966	*	*	*	7	70	29937	34105	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	1	+	21000			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	1	2	24000	19800	*	*	*	1	5	24000	23520	*	*	*
JOURNALISM	+	1	+	24000				+	5	+	23240			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	24250				3	16	27411	23971	*	*	*
ELEMENTARY EDUCATION	13	14	22204	22454	*	*	*	13	31	22204	22037	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	12000			
READING EDUCATION	+	+	+	+				+	1	+	16380			
SPECIAL EDUCATION	8	11	21471	21791	*	*	*	13	27	21347	21810	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	18054			
LETTERS	+	4	+	23251				1	9	34000	24334	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	14	+	19945			
HUMANITIES - OTHER	+	1	+	24000				+	2	+	32000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	18000				+	5	+	19185			
POLITICAL SCIENCE / GOVT	+	7	+	30029				+	12	+	29409			
PSYCHOLOGY	+	9	+	25737				2	27	31200	24390	*	*	*
SOCIOLOGY	+	+	+	+				+	5	+	24272			
SOCIAL SCIENCES - OTHER	+	17	+	27603				+	26	+	26030			

continued

WCPA REGIONAL Report No. 6 SEPTEMBER 1989

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/89 THROUGH 8/9/89							CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	6	14	$33839	$35710	*	*	*	8	84	$34148	$34381	*	*	*
AGRICULTURAL	+	1	+	32400				+	1	+	32400			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	11	+	34930			
CHEMICAL	6	64	35450	35548	*	*	*	6	209	35450	35952	*	*	*
CIVIL	17	49	30597	31180	*	*	*	18	203	30564	30833	*	*	*
COMPUTER	+	21	+	35170				+	100	+	36760			
ELECTRICAL/ELECTRONIC	37	156	38370	35504	$42000	$39000	$35000	53	661	37770	36215	$42000	$39000	$34000
INDUSTRIAL	13	45	34731	33835	*	*	*	13	119	34731	34295	*	*	*
MECHANICAL	15	82	36416	34525	*	*	*	23	470	34934	35131	41000	36000	28000
METALLURGICAL	+	3	+	37600				+	69	+	35039			
MINING & MINERAL	+	2	+	33768				+	14	+	31920			
NUCLEAR	1	7	36800	35998	*	*	*	1	16	36800	34888	*	*	*
PETROLEUM	+	4	+	36825				+	27	+	38231			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	25250				+	21	+	27753			
HEALTH SCIENCES	+	7	+	23952				1	21	21000	22572	*	*	*
NURSING	1	1	33600	33600	*	*	*	1	8	33600	26780	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	11	+	23900				+	14	+	23835			
ARCHITECTURAL & ENVIRONME	+	1	+	34980				+	3	+	27327			
BIOLOGICAL	+	+	+	+				+	5	+	25063			
CHEMISTRY	+	14	+	29390				+	50	+	31382			
COMPUTER SCIENCE														
COMPUTER SCIENCE	23	63	36025	35294	40800	36500	30000	26	251	35820	35690	40800	36250	30000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	4	22	29499	32927	*	*	*	5	80	28879	31148	*	*	*
MATHEMATICS (INCL ACTUARI	1	11	38500	29647	*	*	*	4	36	33866	30932	*	*	*
PHYSICS	+	4	+	32681				+	14	+	30686			
POLYMER	+	+	+	+				+	6	+	34137			
TOTALS	165	1169						247	4712					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/5/89 THROUGH 8/9/89

CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	91	$30000	$35815	*	*	*	2	529	$25500	$41283	*	*	*
MBA--TECH	+	7	+	38600				+	136	+	44282			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	106	+	38571				1	605	19430	42952	*	*	*
MBA--TECH	+	23	+	36006				+	263	+	46921			
OVER 4 YEARS														
MBA--NON-TECH	4	139	48435	44474	*	*	*	9	540	41116	44529	*	*	*
MBA--TECH	2	36	42000	50628	*	*	*	4	212	48500	49296	*	*	*
TOTALS	7	402						16	2285					

1 Years of previous full time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/89 THROUGH 8/9/89							CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT	+	3	+	$44333				+	6	+	$47333			
COMPUTER & INFOR SCIENCES	1	3	$38650	48117	*	*	*	5	19	$51286	49743	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	19	+	47075				+	33	+	44168			
HUMANITIES & SOCIAL SCIENCES														
ECONOMICS	+	5	+	38060				+	5	+	38060			
ENGLISH	+	4	+	23750				+	8	+	24125			
FOREIGN LANGUAGES	+	3	+	25000				+	4	+	25250			
PSYCHOLOGY	+	1	+	26462				+	11	+	32965			
SOCIOLOGY	+	+	+	+				+	1	+	27000			
ENGINEERING														
AEROSPACE	1	3	59940	45647	*	*	*	4	12	53280	49493	*	*	*
CHEMICAL	11	55	43585	47331	*	*	*	14	212	44574	47717	*	*	*
CIVIL	1	6	44000	42033	*	*	*	4	13	43025	39438	*	*	*
COMPUTER	+	4	+	51249				+	9	+	52433			
ELECTRICAL/ELECTRONIC	21	30	53862	53205	$61500	$55000	$50000	27	75	53000	50482	$63000	$54000	$42000
MECHANICAL	4	6	49900	48967	*	*	*	5	21	49520	46771	*	*	*
METALLURGICAL	3	7	42667	46643	*	*	*	3	24	42667	48464	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	6	+	45470				+	8	+	43278			
BIOLOGICAL	+	1	+	50000				+	1	+	50000			
CHEMISTRY	3	41	43063	42888	*	*	*	11	198	43148	43147	*	*	*
GEOLOGICAL SCIENCES	4	6	33175	32417	*	*	*	8	15	34975	33431	*	*	*
MATHEMATICS	+	4	+	53375				+	8	+	45438			
PHYSICS	4	10	35700	41599	*	*	*	8	28	39350	42263	*	*	*
POLYMER	+	1	+	50000				+	14	+	44626			
TOTALS	53	218						89	725					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
ACCOUNTING	24316 397 32000/21000			24999 4		25200 1			24000 2
BUSINESS ADMIN (INCL MGMT	23413 36 26000/22500			18930 5	18773 3	23063 8	22315 8	24667 6	21900 5
ECONOM & FINANCE (BANKING	24285 26 32000/23000			21860 20 30000/15600	23125 4	22300 2	27333 3		20748 23 30000/18000
HUMAN RSRCS (incl LABOR R			1				24000 1		
MANAGEMENT INFO SYSTEMS	25000 2			25998 2			23733 3	28500 3	
MARKETING/MARK MGMT (RESR	25000 2	20000 1		17400 3	24000 1	23000 4	22758 10		22185 14
REAL ESTATE									25000 1
ADVERTISING		19200 1							
COMMUNICATIONS		12000 1		18000 1		17880 4			21500 2
JOURNALISM						18000 1			19000 1
LETTERS (incl English, Li				19650 2		23000 1			19000 1
VISUAL & PERFORMING ARTS				16800 1				10000 1	
HUMANITIES - OTHER									20000 2
POLITICAL SCIENCE/GOVT							39600 1		21000 1
SOCIOLOGY						19200 1			
AEROSPACE & AERONAUTICAL	22500 1								
AGRICULTURAL			15360 1						
ARCHITECTURAL			21039 4						
CHEMICAL	22500 1						30000 1		
CIVIL	22500 1							27857 3	
COMPUTER	22500 1					32500 1			
ELECTRICAL/ELECTRONIC	22500 1				30000 1	32960 5	34968 28 40000/32000	33000 6	
INDUSTRIAL	22500 1				30000 1		35000 1	32000 7	

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
MECHANICAL	22500 3					32500 1		32375 4	
METALLURGICAL						32500 1			
INDUSTRIAL TECHNOLOGY		23400 1							
AGRIBUSINESS				18000 1	18480 1				15800 1
COMPUTER SCIENCE				26502 2		34500 2	28500 26 36000/24600	27300 1	22500 2
COMPUTER PROGRAMMING							22800 1		20100 1
INFORMATION SCIENCES & SY	22500 1						26523 4		
HEALTH SCIENCES							39000 1		
ARCHITECTURAL & ENVIRONME			25815 11						
GEOLOGY & GEOLOGICAL SCI							28000 1	32000 1	
MATHEMATICS	22500 1				27750 2	32000 1	34000 1	25400 2	
PHYSICS							33500 2		

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
ACCOUNTING					23080 5			24000 1	23800 1
BUSINESS ADMIN (INCL MGMT	20000 1	22500 1	20787 13		20805 28 27000/18000	16800 1		15000 1	20013 3
ECONOM & FINANCE (BANKING	22000 1		20545 11		22688 8		21600 1		24000 1
HOTEL/RESTAURANT MGMT	18775 12	19171 20 21000/18480							
HUMAN RSRCS (incl LABOR R					27233 3	13500 2			15600 1
MANAGEMENT INFO SYSTEMS					20424 1				
MARKETING/MARK MGMT (RESR	19000 2		24071 7		20914 63 30000/18000			21280 3	
REAL ESTATE									19600 5
ADVERTISING					16998 2			24120 1	
COMMUNICATIONS		19000 1			19850 4				
JOURNALISM			22000 1		21220 5			20400 2	
TELECOMMUN/BROADCASTING			19000 2		26000 1				
MERCHANDISING MANAGEMENT					19275 4				
FOREIGN LANGUAGES					17000 1				
LETTERS (incl English, Li		21000 1	21500 1		21300 10			24000 1	
VISUAL & PERFORMING ARTS					13000 1				15360 1
HUMANITIES - OTHER			21336 1			18000 1		24000 1	
CRIMINAL JUSTICE			22000 1	11500 1					
HISTORY		24000 1			22167 3				
POLITICAL SCIENCE/GOVT			21250 2		20000 1				
PSYCHOLOGY			21000 1		16275 7	18000 1			
SOCIOLOGY					22000 1				
SOCIAL SCIENCES-OTHER		18600 1	22000 1		22836 3				

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
CIVIL							24400 2	33058 3	
ELECTRICAL/ELECTRONIC					34000 1		33587 1		
INDUSTRIAL		14400 1							28000 1
AGRIBUSINESS					18000 1				
OTHER AGRICULTURAL SCIENC		22000 1							
COMPUTER SCIENCE			25500 2					30000 1	
COMPUTER PROGRAMMING			20000 1						
INFORMATION SCIENCES & SY			23500 1						
BIOLOGICAL					23000 1			15900 2	
MATHEMATICS		23500 1	22000 2						
OTHER PHYSICAL & EARTH SC						16800 1			

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING		20418 5	26700 4			19760 35 27600/18000	22407 31 31200/21600		21948 1
BUSINESS ADMIN (INCL MGMT		26520 5	15700 1	23018 9	21000 1	19099 10	22035 2		
ECONOM & FINANCE (BANKING		24500 1	23000 1	21800 7		19194 6		20000 1	
HUMAN RSRCS (incl LABOR R						19493 2			
MANAGEMENT INFO SYSTEMS	22800 1					19493 1	26040 1		
MARKETING/MARK MGMT (RESR		25027 7	26000 2	20250 12		17732 5			24000 1
REAL ESTATE		21000 1							
ADVERTISING				22500 2	20916 1				
COMMUNICATIONS			22800 1	20250 4		16300 1	16973 1		
JOURNALISM						23020 2	30000 1		
ELEMENTARY EDUCATION					20297 81 34680/16649		18197 1		
PHYSICAL EDUCATION					21936 6				
SPECIAL EDUCATION					19428 7				
HUMAN ECOLOGY (HOME ECONO				19200 1					
FOREIGN LANGUAGES					21608 2				
LETTERS (incl English, Li				19200 2	18759 6	26787 1			
VISUAL & PERFORMING ARTS				14250 2	18631 4				17000 1
HUMANITIES - OTHER					23326 8	19985 3	24000 1		
HISTORY					19800 1				
POLITICAL SCIENCE/GOVT				25200 1			18000 1		
PSYCHOLOGY					24800 2	16200 2	20488 2		
SOCIAL SCIENCES-OTHER					23734 5				
AEROSPACE & AERONAUTICAL		29080 3				31522 3			

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AGRICULTURAL						12940 1			
CHEMICAL							32400 1		
CIVIL		25066 10	28250 6	28097 4		30556 5	28828 42 40800/26000		
COMPUTER	33800 1					23373 4	33708 2		
ELECTRICAL/ELECTRONIC	34275 4	26890 5	35426 13	29600 3		24053 30 31863/20463	28283 6		
INDUSTRIAL	29502 2		31200 1	32467 3		25971 2			
MECHANICAL	31170 2	28133 3	31498 8	25500 1		23742 24 29948/20004	28349 7		
METALLURGICAL						25343 3			
MINING (INCL GEOLOGICAL)				25344 1					
INDUSTRIAL TECHNOLOGY		33860 2		21996 1					
PLANT SCIENCES						17548 1			
NATURAL RESOURCES		22188 1				13514 2			
OTHER AGRICULTURAL SCIENC				20000 1					
COMPUTER SCIENCE	27398 8		29400 1		21600 1	29060 2			
HEALTH SCIENCES				11000 1	18377 3				
NURSING			36000 1			20000 1		25678 11	
PHARMACY				14240 3					32016 2
BIOLOGICAL	19000 1				18925 1	23800 2			18700 1
CHEMISTRY	15600 1				33972 1	14108 1			
GEOLOGY & GEOLOGICAL SCI			30000 1						
MATHEMATICS	24000 1				17941 6	27731 3			
OTHER PHYSICAL & EARTH SC					27000 1		25000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					23440 5		22480 1	23367 3	25250 2
BUSINESS ADMIN (INCL MGMT	21600 1				23500 2				
ECONOM & FINANCE (BANKING			18000 1		25640 5		18000 1	28600 1	25850 4
MANAGEMENT INFO SYSTEMS					25200 2				29100 2
MARKETING/MARK MGMT (RESR						23750 2	25875 4	18667 3	24680 5
ADVERTISING									18000 1
COMMUNICATIONS									19500 1
JOURNALISM									26400 1
LETTERS (incl English, Li									21300 1
HUMANITIES - OTHER									28000 1
POLITICAL SCIENCE/GOVT					25200 1				
PSYCHOLOGY			14400 1						
SOCIOLOGY			16750 2						
AEROSPACE & AERONAUTICAL					29043 16		30120 1		
AGRICULTURAL							27800 1		
CHEMICAL						28080 1			32567 24 36120/31200
CIVIL					27650 2			28365 17	
COMPUTER					30300 2				
ELECTRICAL/ELECTRONIC					30719 38 37000/27500		29386 4		34500 2
INDUSTRIAL					29215 4		29125 4		27948 2
MECHANICAL					29229 31 35000/27000		32224 12	30560 3	31249 7
METALLURGICAL							31992 1		
ENGINEERING TECHNOLOGY					29011 11			28398 2	30360 1

AVERAGE SALARY OFFERS — SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 — 90th: 22080 / 10th: 18330 — PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
INDUSTRIAL TECHNOLOGY					29200 1				29275 4
AGRIBUSINESS						19225 2			
NATURAL RESOURCES									22800 1
COMPUTER SCIENCE					29214 20 36000/23500			26000 2	23000 1
COMPUTER PROGRAMMING					25500 1				
PHARMACY									37329 3
BIOLOGICAL									23000 2
CHEMISTRY									27150 2
MATHEMATICS					28740 6				
PHYSICS					28991 3				
OTHER PHYSICAL & EARTH SC						24000 1			18000 1

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	28699 4	24956 9	34800 1						24719 40 25008/24000
BUSINESS ADMIN (INCL MGMT	20607 10	22225 4	24000 2						
ECONOM & FINANCE (BANKING	26593 5	25537 16		14400 1					23699 8
HUMAN RSRCS (incl LABOR R	22000 1	28140 2							
MANAGEMENT INFO SYSTEMS	30004 17	36696 3	31000 2						
MARKETING/MARK MGMT (RESR	20503 13	23363 7	23319 11	23822 4			20000 1	23500 2	25700 2
ADVERTISING	25000 1	21300 2		18000 1					
COMMUNICATIONS	22215 3	24533 3	25002 5	24000 1					
ELEMENTARY EDUCATION		28800 1							
PHYSICAL EDUCATION		36000 1							
MERCHANDISING MANAGEMENT			22200 1						
FOREIGN LANGUAGES		20000 1							
LETTERS (incl English, Li		29520 1		20600 1					
VISUAL & PERFORMING ARTS		26400 1							
HISTORY				20600 1					
SOCIOLOGY	32000 1								24000 1
SOCIAL SCIENCES-OTHER	15000 1								
CHEMICAL	31500 3	25610 1						30245 3	34000 3
CIVIL		20000 1						27150 2	
COMPUTER	26733 6	31350 4							
ELECTRICAL/ELECTRONIC	31476 39 37225/30000	31876 66 41412/29500	35700 1	33000 1	30000 1			29195 5	33348 4
INDUSTRIAL	32400 4	31353 15	31748 2				32400 1		
MECHANICAL	31738 12	30258 25 37480/26000	33000 1	35040 1	26940 2			30789 5	34447 7

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
METALLURGICAL	31500 2	32250 2			33000 1				
PETROLEUM									38100 1
ENGINEERING TECHNOLOGY	31626 4	26760 1							
INDUSTRIAL TECHNOLOGY	26912 3	26335 15	32000 1						
AGRIBUSINESS			24500 1						
NATURAL RESOURCES								29868 3	
COMPUTER SCIENCE	28989 79 42000/16644	30381 18	24500 1						28814 14
INFORMATION SCIENCES & SY	31125 4	24000 2	25800 1						
BIOLOGICAL	31500 1		23000 1						
CHEMISTRY		20000 2							
MATHEMATICS	27988 8	20040 1							
PHYSICS	31960 2	31165 3							
OTHER PHYSICAL & EARTH SC	18000 1	30000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G	TEXTILES & APP		WIDELY DIVERSI	
ACCOUNTING									22500	2
BUSINESS ADMIN (INCL MGMT	21500	1					22001	3	21900	3
ECONOM & FINANCE (BANKING	22250	2		24000	1				25000	1
MARKETING/MARK MGMT (RESR	18000	1		21600	1					
COMMUNICATIONS							21000	1	23393	2
POLITICAL SCIENCE/GOVT	19200	1								
CHEMICAL									30900	1
COMPUTER									26500	1
ELECTRICAL/ELECTRONIC				27000	1				31267	3
INDUSTRIAL									45000	1
MECHANICAL				24330	2				30215	10
PETROLEUM									34800	2
COMPUTER SCIENCE				31200	1					
ALLIED HEALTH				27500	1					

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
BACHELOR - NON TECHNICAL	24250 463 32000/21000	17067 3		21319 38 33600/15000	21603 8	21728 22 26000/18000	23958 26 39600/20000	24350 10	21390 52 30000/18000
BACHELOR - TECHNICAL	22500 12	23400 1	23967 16	23668 3	26796 5	33027 11	31545 66 40000/24600	31049 24 38000/27300	20225 4

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
BACHELOR - NON TECHNICAL	19081 16	19541 25 24000/18480	21343 41 43000/18000	11500 1	20899 151 42000/17700	15960 5	21600 1	21576 10	19733 12
BACHELOR - TECHNICAL		19967 3	23083 6		25000 3	16800 1	27462 3	26829 6	28000 1

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22800 1	23967 19	24478 9	21001 40 35400/15000	20633 124 34680/17356	19506 68 27600/17975	22265 41 31200/19494	20000 1	20983 3
BACHELOR - TECHNICAL	28501 20 37000/19000	26944 24 37000/23808	32536 31 42000/29112	24730 18	20329 13	24295 84 41000/19500	28877 59 40800/25490	25678 11	27577 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	21600 1		16475 4		24533 15	23750 2	23997 6	22100 7	24928 18
BACHELOR - TECHNICAL					29543 135 37000/26400	22633 4	30898 23 48000/27500	28445 24 36000/26000	30976 50 46000/24000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24841 56 35040/16644	25665 51 43680/21000	24933 22 34800/22000	21432 9			20000 1	23500 2	24583 51 28596/23500
BACHELOR - TECHNICAL	29852 168 42000/19200	30358 157 48000/25000	29111 9	34020 2	29220 4		32400 1	29698 18	31656 29 47650/28320

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI
BACHELOR - NON TECHNICAL	20640 5		22800 2		21751 4	22811 8
BACHELOR - TECHNICAL			26872 5			31553 18

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24249 397 32000/21000	23413 122 31200/19493	33600 1						23083 12
BUSINESS ADMIN (INCL MGMT	23228 31 25680/22500	21600 1	21525 2		18773 3				22250 6
ECONOM & FINANCE (BANKING	24419 10	24145 41 33120/23000	18517 6	18000 1	25000 1			24500 1	24014 29 32000/18000
MARKETING/MARK MGMT (RESR		30000 1	21333 3	13200 1	22500 1		24000 1		20800 10
REAL ESTATE							22500 2		
LETTERS (incl English, Li			22200 1						
VISUAL & PERFORMING ARTS				16800 1					
INDUSTRIAL						30000 1			
PETROLEUM		38100 1							
AGRIBUSINESS									15800 1
COMPUTER SCIENCE									28500 1
HEALTH SCIENCES									39000 1
BIOLOGICAL		27600 1							

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	MARKET RESEARC	SALES	DESIGN/GRAPHIC	MEDIA PLANNING
ACCOUNTING							18000 1		
BUSINESS ADMIN (INCL MGMT	19300 2	22800 4		21014 9	21657 5	24200 2	21934 28 40000/17000		
ECONOM & FINANCE (BANKING	20100 10	22000 3		21850 4	25750 4	26000 1	20518 22 30000/16800		
HUMAN RSRCS (incl LABOR R					19850 2		17000 3		
MANAGEMENT INFO SYSTEMS				30600 1			27000 1		
MARKETING/MARK MGMT (RESR	27500 1	23750 2		22236 19	22401 9	22752 9	22097 73 43000/18000		
REAL ESTATE							19500 4		
ADVERTISING			19200 1				21103 7		
COMMUNICATIONS				20500 3	24000 1	22800 1	23316 12		29400 1
JOURNALISM	22000 1		16800 1						
TELECOMMUN/BROADCASTING							19000 2		
ELEMENTARY EDUCATION							28800 1		
PHYSICAL EDUCATION							36000 1		
HUMAN ECOLOGY (HOME ECONO								19200 1	
FOREIGN LANGUAGES							20000 1		
LETTERS (incl English, Li				19000 1	17496 1	30000 1	21613 8		
VISUAL & PERFORMING ARTS			13000 1						
HUMANITIES - OTHER		21336 1					28000 1		
CRIMINAL JUSTICE		22000 1							
POLITICAL SCIENCE/GOVT	21000 1			19200 1			30550 2		
PSYCHOLOGY		21000 1			16313 2		14700 4		
SOCIAL SCIENCES-OTHER							15000 1		
AEROSPACE & AERONAUTICAL				28800 1					

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	MARKET RESEARC	SALES	DESIGN/GRAPHIC	MEDIA PLANNING
AGRICULTURAL								15360 1	
CHEMICAL						32520 1			
ELECTRICAL/ELECTRONIC				30600 1			29100 2	34000 1	
INDUSTRIAL				24096 1		32500 1	28000 1		
MECHANICAL						30000 1	27800 3		
INDUSTRIAL TECHNOLOGY				32000 1	29400 1				
AGRIBUSINESS		18480 1					18875 2		
NATURAL RESOURCES							22800 1		
OTHER AGRICULTURAL SCIENC							22000 1		
COMPUTER SCIENCE				31200 1			31800 1		
ALLIED HEALTH							27500 1		
PHARMACY				35040 1					
ARCHITECTURAL & ENVIRONME								23000 1	
BIOLOGICAL				23000 1			23000 1		
MATHEMATICS						31200 1	20040 1		
OTHER PHYSICAL & EARTH SC							22500 4		

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ON-AIR REPORTI	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT	EXECUTIVE, LEG	FINANC,TAXA, M	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY
ACCOUNTING					19450 1	21772 10		18175 4	
BUSINESS ADMIN (INCL MGMT		20050 2	17500 2	14400 1	25000 1	23023 3			15118 1
ECONOM & FINANCE (BANKING			23500 1			20725 2	26400 1		
ADVERTISING				25000 1					
COMMUNICATIONS			14082 2	25000 1					
JOURNALISM		24000 1	19300 2	22200 2				30000 1	23020 2
ELEMENTARY EDUCATION								18197 1	
MERCHANDISING MANAGEMENT			22200 1						
LETTERS (incl English, Li				26760 2					26787 1
VISUAL & PERFORMING ARTS				26400 1					
HUMANITIES - OTHER					15000 1			24000 1	25462 1
PSYCHOLOGY									16200 2
SOCIOLOGY			24000 1						
ELECTRICAL/ELECTRONIC									23000 2
INDUSTRIAL				33000 1					24342 1
INDUSTRIAL TECHNOLOGY				21600 1					
COMPUTER SCIENCE						23000 1			
BIOLOGICAL				15900 2					
OTHER PHYSICAL & EARTH SC									25000 1

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	NATIONAL SECUR	URBAN / REGION	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/
ACCOUNTING			34800 1						
BUSINESS ADMIN (INCL MGMT				21000 1		19493 2			
ECONOM & FINANCE (BANKING	18000 1		20000 1						
MARKETING/MARK MGMT (RESR						19493 1			
REAL ESTATE		21000 1							
HUMANITIES - OTHER						19493 1			
HISTORY			19800 1						
POLITICAL SCIENCE/GOVT			25200 1					25200 1	
PSYCHOLOGY				17688 2					
SOCIOLOGY			18000 1			15500 1			
AEROSPACE & AERONAUTICAL								28860 1	
AGRICULTURAL									12940 1
CHEMICAL							30000 1	36120 1	30825 4
CIVIL		27480 1						28826 64 40800/24400	26910 20 34020/23808
COMPUTER								37200 1	
ELECTRICAL/ELECTRONIC								31739 43 39150/27500	25343 2
INDUSTRIAL								22200 2	
MECHANICAL								28533 36 33300/25343	28785 6
METALLURGICAL								25343 1	
ENGINEERING TECHNOLOGY								28800 1	
INDUSTRIAL TECHNOLOGY								29000 1	
NATURAL RESOURCES									22188 1
COMPUTER SCIENCE								30410 2	33000 1

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	NATIONAL SECUR	URBAN / REGION	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/
HEALTH SCIENCES				11000 1					
NURSING				36000 1					
GEOLOGY & GEOLOGICAL SCI								30000 2	
MATHEMATICS								27600 1	
PHYSICS							32240 1	31400 1	
OTHER PHYSICAL & EARTH SC			16800 1						

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	MANUFACTURING/	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	OTHER ENGINEER
ACCOUNTING	22044 2							34512 1	
BUSINESS ADMIN (INCL MGMT		24600 1							
ECONOM & FINANCE (BANKING				38000 1					
MANAGEMENT INFO SYSTEMS							35040 1		
AEROSPACE & AERONAUTICAL	29179 8	25200 1			30120 1	34487 3	26783 2	29770 2	28410 4
AGRICULTURAL	27800 1								
CHEMICAL	33311 7	32820 1		31500 3		32820 2	33900 2	31049 15	34200 1
CIVIL	25447 3		29196 2				25360 2	27432 3	31200 1
COMPUTER		31817 3		29020 5		31680 2		25458 5	30000 1
ELECTRICAL/ELECTRONIC	30940 30 37200/26400	32617 5	32141 36 42000/28000	31440 30 38000/28000	30652 10	31837 29 37225/28000	29496 40 41412/25100	31078 12	32760 1
INDUSTRIAL	30117 21 33600/27600	24600 1	30000 1	38067 3		34133 3	32450 4	36332 3	
MECHANICAL	30119 48 37480/25000	31717 6	29290 14	31000 3		31050 12	26972 10	30374 17	29978 8
METALLURGICAL	32496 2	32500 1		31500 2			25343 2	32250 2	
PETROLEUM	34800 2								
ENGINEERING TECHNOLOGY	29863 9						31608 2	31000 3	25920 3
INDUSTRIAL TECHNOLOGY	26714 7	26736 1	28180 3	30000 1			28113 3	28760 6	24000 2
NATURAL RESOURCES								29868 3	
COMPUTER SCIENCE	34352 3	27535 7	29400 1	31438 49 42000/28000	30550 2	31500 1	28800 1	28596 1	
INFORMATION SCIENCES & SY				24000 2			26400 1		
BIOLOGICAL	31500 1					19000 1			
CHEMISTRY	18000 1					14108 1		29150 2	
MATHEMATICS	27480 1	32250 2		28707 3	24660 2	30000 1	30000 1	30000 1	
PHYSICS				33500 2	32520 1	29500 1	30996 1	30666 2	26400 1

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA
ACCOUNTING							25200 1		15000 1
BUSINESS ADMIN (INCL MGMT	22000 1	20072 2	23497 2				24156 16	23410 3	20443 40 26000/18000
ECONOM & FINANCE (BANKING		23748 2	22500 1				25000 2	35400 1	21961 15
HOTEL/RESTAURANT MGMT									19023 32 23000/18000
HUMAN RSRCS (incl LABOR R								22144 6	42000 1
MANAGEMENT INFO SYSTEMS	29520 11	26160 14	29793 7				27320 3		32052 2
MARKETING/MARK MGMT (RESR		24000 1	31000 1	22000 1			24550 2	22000 1	20822 55 32500/18000
ADVERTISING									16998 2
COMMUNICATIONS		22200 1							18834 14
JOURNALISM									21625 4
TELECOMMUN/BROADCASTING									26000 1
MERCHANDISING MANAGEMENT									19275 4
FOREIGN LANGUAGES									17000 1
LETTERS (incl English, Li									19438 8
VISUAL & PERFORMING ARTS									12680 2
HUMANITIES - OTHER									19400 5
HISTORY									22220 5
POLITICAL SCIENCE/GOVT									19667 3
PSYCHOLOGY	21600 1							20250 2	20000 1
SOCIOLOGY							19200 1		22000 1
SOCIAL SCIENCES-OTHER				22000 1					21777 4
AEROSPACE & AERONAUTICAL							22500 1		
ARCHITECTURAL						21039 4			

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA
CHEMICAL							22500 1		
CIVIL							26250 2		
COMPUTER	28352 3	16644 1					22500 1		
ELECTRICAL/ELECTRONIC	36015 13	16644 1	23322 2				31100 5		20039 4
INDUSTRIAL							28250 8		30600 2
MECHANICAL				15432 1			27333 6		
MINING (INCL GEOLOGICAL)					25344 1				
ENGINEERING TECHNOLOGY									27996 1
INDUSTRIAL TECHNOLOGY									21996 1
AGRIBUSINESS					25200 1				18000 2
PLANT SCIENCES					17548 1				
NATURAL RESOURCES					13514 2				
OTHER AGRICULTURAL SCIENC									20000 1
COMPUTER SCIENCE	28819 64 35000/24000	23151 22 38100/16644	27943 24 36500/24000						
COMPUTER PROGRAMMING	22100 4								
INFORMATION SCIENCES & SY	25380 5	32700 3	25496 2						
PHARMACY				30720 1					
ARCHITECTURAL & ENVIRONME						26096 10			
GEOLOGY & GEOLOGICAL SCI								30000 1	
MATHEMATICS	30560 2	22500 1	30000 1	22500 3			24433 3		

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	MATH/STATISTIC	NURSES / PERSO	OTHER HEALTH R	PARALEGAL	PERFORMING ART	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT						25000 1		21600 1
ECONOM & FINANCE (BANKING						14400 1		
MARKETING/MARK MGMT (RESR	26000 1							
ADVERTISING								20916 1
ELEMENTARY EDUCATION								20297 81 34680/16649
PHYSICAL EDUCATION								21936 6
SPECIAL EDUCATION								19428 7
FOREIGN LANGUAGES								21608 2
LETTERS (incl English, Li								18759 6
VISUAL & PERFORMING ARTS					15166 3			18631 4
HUMANITIES & OTHER								24515 7
CRIMINAL JUSTICE				11500 1				
PSYCHOLOGY								28000 1
SOCIOLOGY						32000 1		
SOCIAL SCIENCES-OTHER								23734 5
COMPUTER SCIENCE							30000 1	21600 1
HEALTH SCIENCES								18377 3
NURSING		25205 12						
PHARMACY			25497 6					
BIOLOGICAL			24000 1			20350 2	20000 1	18925 1
CHEMISTRY							16800 2	33972 1
MATHEMATICS	27038 5							17941 6
OTHER PHYSICAL & EARTH SC								27000 1

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	24181 438 32000/21000	23624 165 33120/19493	21073 13	16000 3	20764 5		23000 3	24500 1	23068 57 32000/18000
BACHELOR - TECHNICAL		32850 2				30000 1			27767 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	MARKET RESEARC	SALES	DESIGN/GRAPHIC	MEDIA PLANNING
BACHELOR - NON TECHNICAL	20673 15	22420 12	16333 3	21824 38 30600/18000	21947 24 28600/18000	23712 14	21737 172 43000/16800	19200 1	29400 1
BACHELOR - TECHNICAL		18480 1		29248 7	29400 1	31555 4	24694 18	24120 3	

CURRICULUM	ON-AIR REPORTI	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT	EXECUTIVE, LEG	FINANC,TAXA, M	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY
BACHELOR - NON TECHNICAL		21367 3	19052 9	23590 8	19817 3	21883 15	26400 1	20700 7	20829 7
BACHELOR - TECHNICAL				21600 4		23000 1			23836 4

CURRICULUM	NATIONAL SECUR	URBAN / REGION	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/
BACHELOR - NON TECHNICAL	18000 1	21000 1	23560 5	18792 3		18694 5		25200 1	
BACHELOR - TECHNICAL		27480 1	16800 1	23500 2			31120 2	29594 157 40800/25343	27229 35 34980/23808

CURRICULUM	MANUFACTURING/	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	22044 2	24600 1		38000 1			35040 1	34512 1	
BACHELOR - TECHNICAL	30191 144 37480/25200	30284 28 34800/25000	31043 57 42000/25373	31307 103 48000/28000	29974 16	31337 56 47650/26784	29097 71 48000/25343	30273 77 45000/24342	28808 22 34200/25200

CURRICULUM	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA
BACHELOR - NON TECHNICAL	28333 13	25004 20 32400/19493	28095 11	22000 2			24478 25 28500/22500	23154 13	20416 201 43680/17700
BACHELOR - TECHNICAL	29385 91 40000/23000	23686 28 38100/16644	27526 29 36500/22500	22730 5	19024 5	24651 14	27363 27 38000/22500	30000 1	22486 11

CURRICULUM	MATH/STATISTIC	NURSES / PERSO	OTHER HEALTH R	PARALEGAL	PERFORMING ART	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	26000 1			11500 1	15166 3	23800 3		20684 121 34680/17374
BACHELOR - TECHNICAL	27038 5	25205 12	25283 7			20350 2	20900 4	20329 13

AVERAGE SALARY OFFERS SEPTEMBER 1989 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/88 THROUGH 8/9/89

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
MBA--NON-TECH	26000 2			25200 1					24000 2
MBA--TECH									

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						36000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									26000 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	23000 1	26493 5							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI
MBA--NON-TECH						
MBA--TECH						